



Town of Arlington, Massachusetts
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Meeting Minutes 04-09-08

Town of Arlington
Affirmative Action Advisory Committee

730 Massachusetts Avenue, Arlington, MA 02476
(781) 316-3120

Barbara Boltz, Co-Chair
 Adrienne McClure, Co-Chair
 Augusta Haydock
 Jack Jones
 Elaine Maclachlan
 Tricia O'Donoghue
 Howard Winkler

Caryn Cove Malloy, Affirmative Action Officer

Affirmative Action Advisory Committee
 Meeting Minutes
 Wednesday, April 9, 2008
 7:30 p.m.

Present: Caryn Malloy, Barbara Boltz (Co-Chair), Adrienne McClure (Co-Chair), Tricia O'Donoghue, Jack Jones, Howard Winkler, Augusta Haydock, Elaine Maclachlan

Barbara Boltz chaired the meeting.

Meeting Minutes

Tricia O'Donoghue moved approval of the March 12, 2008 minutes.

SO VOTED

Current Job Openings

The Committee reviewed current job openings; the committee discussed the appointment of Julianna DeHaan Rice to the position of Town Counsel. The Committee also expressed that it would like to meet with the Police Chief and Fire Chief in the fall to discuss hiring practices.

Current Bid Projects

Caryn Malloy reported that the Pheasant Avenue Playground (near Stratton School) had gone out to bid but had yet to be awarded; the contract is estimated at \$350,000.

School Diversity Task Group (SDTG)

Barbara Boltz reported on the meeting of the group from earlier in the day. She passed out copies of the Schools Minority and Recruiting Plan. Barbara explained that one of the main issues is that there is very heavy competition for qualified minority teachers. A positive thing the Arlington School's has is that we have very competitive rates for day care; on average our cost is 50% less than regular daycares. Barbara explained that the schools have made an offer to one African American teacher, which has tentatively been accepted and another offer to a Latino Social Studies Teacher. The schools expect about 10 people to be retiring and they have moved to an online application process; it is not certain that there is a place on the application for minorities to self identify. The group is set to meet again at the end of June.

Other Business

Jack Jones gave a history of how the Affirmative Action Committee came to be. He explained that originally there was a Personnel Director and an Affirmative Action Officer. He also provided the Committee with the following history on Warrant Articles passed relative to Affirmative Action:

1977 - Annual Town Meeting**April 6, 1977**

Article 60. Use of future payment to be received under Public Works Employment Act of 1976; Affirmative Action Program. The amount received by the Town from the fifth quarterly payment under the federal countercyclical program. Title II of the Public Works Employment Act of 1976 is appropriated, to be expended for implementing an Affirmative Action Program.~ VOTED
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1978 - Annual Town Meeting**April 3, 1978**

Article 45. Use of funds received under Public Works Employment Act.

The amounts received by the Town from the eighth, ninth, and tenth quarters of the Anti-recession Fiscal Assistance Program (Title II of the Public Works Employment Act, as amended are appropriated for the purposes of implementing an affirmative action program, modernizing personnel procedures, and continuing the Quality of Working Life Program.~ VOTED
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1979 - Annual Town Meeting**April 11, 1979**

Article 45. Appropriation for Affirmative Action Program and other Programs.

The sum of \$9,000 appropriated for the Affirmative Action Program and the Quality of Working Life Program.~ VOTED

Arlington Common Threads

Tricia O'Donoghue reported that Cindy Freedman went before the Board of Selectmen requesting support for this initiative; the Board voted that night and gave their approval. The group has laid the groundwork and now they need to move forward with execution and getting involvement from the community. The group plans to participate in Town Day. They also plan to have one on one meetings with clergy members in Arlington to garner support for the group.

Update of Affirmative Action Plan

Caryn Malloy asked the group to review the Affirmative Action Plan which has now been amended to be an Equal Opportunity Plan upon advice of Counsel.

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Howard Winkler moved to adjourn the meeting at 8:45 p.m.

SO VOTED

A true record. Attest:

Caryn C. Malloy
Affirmative Action Officer